

## Diversity, equity and inclusion (DEI) policy

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### | Policy statement

Currie & Brown's services are based on the expertise of our people, who are recognised and valued as our most valuable resource.

Our commitment to DEI underpins our recognition that the differences in our people enhance the value of the work we do, and the way we relate to our clients. A diverse workforce, and an environment celebrating individual differences and contributions, is conducive to organisational success.

We strive to create an environment where individuals feel their differences are valued and where employees feel a sense of belonging and inclusion.

### | Principles

Common principles related to DEI apply consistently across our global business and applies to all employees, sub-contractors and consultants working for Currie & Brown:

- All employees will be treated fairly, with dignity and respect.
- All employees will be trained to understand the behaviours Currie & Brown expect in relation to DEI.
- The company will take all reasonable steps to employ, train, develop, reward and promote employees purely based on their experience, abilities and qualifications.
- An environment will be created where everyone is encouraged to contribute ideas, ensuring all are provided with a platform by which to speak out and be heard.
- Achievement will be recognised on an equal basis.
- Performance will be managed firmly and fairly.
- A common language will be used that everyone understands.
- All employees will have the opportunity to request flexible working, which will be considered on objective business grounds.
- We will expect the same standards from our suppliers in relation to DEI and will actively promote good practice across our supply chain.

This policy underpins Currie & Brown's organisational values, particularly in respect of caring for our people through a challenging and supportive working environment.

Currie & Brown believes every employee is entitled to a working environment that promotes dignity and respect to all. The company does not tolerate any form of intimidation, bullying or harassment and takes a zero tolerance approach to any such incidents. The company opposes all forms of unlawful discrimination and will not condone any form of harassment, whether engaged in by employees or by outside third parties who do business with the company.

### | Implementation arrangements

Overall responsibility for the implementation of the company's diversity and inclusion policy sits with the group chief executive officer with the support of a global DEI working group. The working group is responsible for reviewing the policy and ensuring key objectives are set.

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This policy will be reviewed annually and updated when necessary to ensure that it complies with changing legislation.

Signed



Alan Manuel  
Group Chief Executive Officer